



Chang, Young Chul

장영철

Chair Professor, aSSIST
Professor, Kyung Hee University

RESEARCH AREAS

Leadership, Ethical management
Organizational Behavior
Organizational Development
Industrial Relations
Human Resource Management

TEACHING AREAS

Human Resource Management
Leadership
Organizational Change
Ethical management

EDUCATION

(1992) Ph.D.(Management), University of Toronto
(1978) Master in Business Administration, Seoul National University
(1976) Bachelor of Science (International Trade), Hankook University of Foreign Studies

EXPERIENCE

(2020 ~ 2022) Post-doc., Korea Polar Research Institute (KOPRI), Korea
(2014 ~ 2015) Researcher, School of Pharmacy, Sungkyunkwan University, Korea

PROFESSIONAL EXPERIENCES

(Oct. 2008 ~ Mar. 2022) Member of Public Interests(Arbitrator/Facilitator), The National Labor Relations Commission
(June. 2004 ~ Dec. 2010) Member of Public Interests at the Economy sub-committee at the Tripartite Committee
(Mar. 2014 ~ Present) Outside Director, the Pulmuone Foundation
(Jul. 2006 ~ Aug. 2009) Chairman, Best HRD certification committee affiliated to the Ministry of Labor
(Sept. 2007 ~ Feb. 2008) Commissioner, Committee for resolving social polarization of Korean government
(Mar. 2007 ~ Oct. 2008) Advisory professor to KTF
(Sept. 2006 ~ Feb. 2008) Advisory professor of Korea Electric Power
(Nov. 2005 ~ Aug. 2006) Dean, Center of International Exchange

PROFESSIONAL EXPERIENCES

(Feb. 2005 ~ Nov. 2005) Dean, Office of Career Counseling
 (May. 2004 ~ Sept. 2007) Commissioner, Presidential commission on People-centered competitiveness initiatives
 (May. 2004 ~ Dec. 2006) Director, Management paradigm research center, Kyunghee University
 (Dec. 1998 ~ Apr. 1999) Professor, National University of Singapore(Faculty of Business Administration)
 (Feb. 1997 ~ Dec. 1998) Executive Director, LG Academy
 (Apr. 1997 ~ Dec. 1998) Editor in chief, Strategic Human Resource Development Review (Journal).
 (May. 1996 ~ Jan. 1997) Research Fellow, Korea Labor Institute, Seoul, Korea
 (1990 ~ 1991) Undergraduate Instructor: University of Toronto.

AWARD

(2010.11) Maikyung-Bitcom The Best Study Award winner

TEACHING EXPERIENCES

(Sept. 2021 ~ Present) Chaired Professor, aSSIST
 (August. 2019 ~ Present) Emeritus Professor Emeritus, Kyunghee University
 (Mar. 1999 ~ Aug. 2019) Professor, Kyunghee university(College of Business Administration)
 (Jun. 1992 ~ Dec. 1996) Professor, Faculty of Business Administration, National University of Singapore

ACADEMIC ACTIVITIES

(Feb. 2010 ~ Present) Co-President, Peter Drucker Society in Korea
 (April. 2008 ~ June. 2016) President, Korea Organization and Management Development Association
 (Mar. 2004 ~ Mar. 2006) President, Korean Academy of Business Ethics
 (Mar. 2002 ~ Feb. 2004) Editor in chief, Korea Personnel Administration Journal

PEER-REVIEWED JOURNAL PUBLICATIONS

* More than 20 Publications from 2014 have not been updated – They will be updated soon.

- Chang, Young-Chul, Choe, Seung-Gyu(2014) A Study on the Effect of Employment Interview using Appreciative Inquiry on Brand Equity, Journal of Employment and Skills Development, Vol 17, No 3, 1-35.
- Chang, Young-Chul, Lee, Keun-Hwan, Kim, Hyun-Jeong(2014) A case study of corporate social responsibility based on Chinese traditional culture: on 'Happy Company' of Good-Ark in Suzhou, China., Kyungyungshak (Journal of Management History), Vol 29, No 4, 47-81.
- Chang, Young-Chul, Lee, Keun-Hwan, Kim, Yoon-Shin(2014) Engagement and Success Factors of HYUDAI GROUP in Korean Medical Service Industry - Seoul Asan Hospital CEO Leadership and SHRD, Kyungyungshak (Journal of Management History), Vol 29, No 2, 73-120.

PEER-REVIEWED JOURNAL PUBLICATIONS

- Chang, Young-Chul, Choe, Seung-Gyu(2014) Developing a Assessment Tool for The Employment Interview based on Appreciative Inquiry, Daehan Journal of Business, Vol 27, No 4, 575-593.
- Chang, Young-Chul, Namgung, Eun-Jung(2014) Collective Dialogue for Organizational Change : A Case Study of Appreciative Inquiry, Korean Journal of Communication Studies, Vol 22, No 1, 35-63.
- Chang, Young-Chul, Kim, Jin-Wook, Ahn, Chi-Yong(2013) A Study on the effect of Shared Leadership on the Employee Engagement - Resilience as a Moderating variable, Productivity Review, Vol 27, No 4, 89-121.
- Chang, Young-Chul, Namgung, Eun-Jeong(2013) Appreciative Inquiry as an Intervention for Organizational Change and Innovation, Daehan Journal of Business, Vol 26, No 10, 2627-2649.
- Chang, Young-Chul, Lee, Keun-Hwan(2013) The Moderation Effect of Organization Trust on the Relationship between Perceptions of Organizational Politics and Job Attitudes in Hospital Employees, Health Policy and Management Vol 23, No 3, 244-259.
- Chang, Young-Chul, Woo, Soo-Myung(2013) Components of Executive Coaching Competency Development, Journal of Corporate Education, Vol 15, No 1, 233-251.
- Chang, Young-Chul, Ahn, Chi-Yong(2012) Corporate Social Responsibility and Corporate Performance/ Competitiveness, Daehan Journal of Business, Vol 25, No 9, 3353-3577.
- Chang, Young-Chul, Shon, Moo-Kwon(2012) The Mediating Effects of Psychological Empowerment on The Relationship Between Transformational Leadership and Creativity, Productivity Review, Vol 26, No 4, 97-126.
- Lee, Keun-Hwan, Chang, Young-Chul(2012) Antecedents of Perceptions of Organizational Politic, Daehan Journal of Business, Vol25 No 4, 1991-2019.
- Chang, Young-Chul, Kim, Hyun-Jeong, Lee, Sa-Reum(2012) Responsive to Change: Yuhan-Kimberly Smart Work, Kyungyungshak (Journal of Management History), Vol 27, No 2, 33-67.
- Chang, Young-Chul, Yi, Myung-Sin, Shin, Sook Hee(2012) The Influence of Servant Leadership on Organizational Effectiveness: The Roles of Leader Trust and Emotional Intelligence, Daehan Journal of Business, Vol 25, No 2, 907-929.
- Chang, Young-Chul, Kim, Hyun-Jeong, Lee, Sang Woo(2011) A Case Study on the Continuous Innovation of Pulmuone, Kyungyungshak (Journal of Management History), Vol 26, No 4, 281-312.
- Chang, Young-Chul, Shin, Sook Hee(2011) A study on the influence of servant leadership on employee's trust on the leader, Kyungyungshak (Journal of Management History), Vol 26, No 2, 143-180.
- Kim, Eun Jung, Chang, Young-Chul(2011) The relationship between family Friendly organizational culture and job satisfaction – A comparative study of Korea and Japan, Korean-Japanese Journal of Economics and Management Studies, Vol 50, pp89-128.
- Lee, Kyoung Hwa, Chang, Young-Chul(2010), Understanding the relationship between workers' lifelong learning and corporate social responsibility: The case of factory workers of Yuhan Kimberly, Kyungyungshak (Journal of Management History), Vol 25, No 3, 149-171.
- Yi, Myung-Sin, Son, Seung Woo, Chang-Young-Chul(2010) The relationship between ethical leadership and organizational commitment, Journal of Human Resource Management, Vol 17, No 3, 65-86.
- Chang, Young-Chul, Shin, Chang Hoon, Lee, Jung Yong(2010) Human Resource management and development of Knowledge workers, Kyungyungshak (Journal of Management History), Vol 25 No4, 149-171 .
- Yi, Myung-Sin, Son, Seung Woo, Chang-Young-Chul(2009) Determinants and Outcomes of Ethical Leadership, Daehan Journal of Business, Vol 22, No 6, 1-25.
- Yi, Myung-Sin, Chang, Young-Chul(2009) Effect of Ethical leadership on Organizational outcomes, Korean Personnel Administration Journal , Vol 33, No 3, 63-94.
- Chang, Young-Chul, Hwang, Taek Soon(2009) An exploration of effective work and life balance approach: Focusing on the roles of supervisors support and personal disposition, Creativity and Innovation, Vol 2 No 2, 175-216.

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- Chang, Young-Chul, Yi, Myung-Sin, Kim, Eunjung(2009) Work and life balance; The case study of Yuhan Kimberly, *Creativity and Innovation*, Vol 2 No 2, 217-254.
- Kim, Hyun-Jeong, Chang, Young-Chul(2009), Life-long learning in organizations, *Kyungyungsahak(Journal of Management History)*, Vol 24 No 1, 47-73.
- Kim, Hyun-Jeong, Kim, Young-Saing, Chang, Young-Chul(2009) Yuhan Kimberly: Continuous change and innovation, *Creativity and Innovation*, Vol 2 No 1, 227- 263.
- Chang, Young-Chul, Cheon, Hak Do(2009) Learning organization and organizational learning capability, *Journal of Organnization and Management Development*, Vol 2, No 1, 39-74.
- Edersheim, E.H., Chang, Young-Chul(2008), Business as an innovative agent of change, *Creativity and Innovation*, Vol 1, No 1, 273-299.
- Chang, Young-Chul, Yi, Myung-Sin, Kim, Eun-Jung(2008) Sustainability management of Yuhan-Kimberly, *Creativity and Innovation*, Vol 1 No 1, 301-346.
- Chang, Young-Chul, Cho, Sung -Yong(2008), Leadership under the crisis situations, *Kyungyungsaha (Journal of Management History)* Vol 23, No 1 105-139.
- Chang, Young-Chu(2007), Ethical management and Corporate Social Responsibility of the Donghwa Pharmaceutical Company, *Kyungyungsaha(ournal of Management History)* Vol 22, No 2, 215-258.
- Chang, Young-Chul & Lee, Sang Woo(2007), Changes in British Industrial relations, *Journal of labor policy*, Vol 7, No 2, 197-226.
- Chang, Young-Chul & Huh, So Gil(2006), The effect of strategic leadership on corporate evolution and organizational effectiveness, *Kyungyungsaha (Journal of Management History)* Vol 22, No 2, 309-343.
- Chang, Young-Chul & Huh, Yeon(2005), Human Resource Development system and firm performance, *Korean Personnel Administration Journal*, Vol 29, No 4, 139-162.
- Chang, Young-Chul & Young Hoo Kim(2005), A study of Junior Leaders in the Army, *Journal of Business Ethics*, Vol 10, 147-168.
- Chang, Young-Chul & Taek Soon Hwang(2005) A study of the types of core competencies fitting to globalization, *Journal of Business Ethics*, Vol 10, 267-287.
- Kim, Seung Mook & Chang, Young-Chul(2004) The study of the antecedents and effectiveness of an annual salary wage system, *KyungHee Business Review*, Vol 1, No 1, 103-120.
- Chang, Young-Chul & Lee, Hwa Yong(2004), The effect of transformational leadership on the organizational effectiveness, *Korean Personnel Administration Journal*, Vol 28, No 4, 215-247.
- Chang, Young-Chul & Lee, Hoe Jae(2003), The effect of stress in middle life Crisison Job attitude, *Korean, Personnel Administration Journal*, Vol 27, No 4, 147-174.
- Chang, Young-Chul & Lee, Sangwoo(2002), International expatriate development: the relationship between personal characteristics and their job attitudes for developing expatriate managers, *Journal of International Area Studies*, Vol 6, No. 4, 163-191.
- Chang, Young-Chul(2002), A study on the current state and future directions of knowledge management in Korean firms, *Journal of Vocational Education Research*, Vol 21, No 2, 45-61.
- Chang, Young-Chul(2002), Development and management of knowledge-driven high potential individuals, *Daehan Journal of Business*, Vol 15, No 4, 447-465.
- Chang, Young-Chul & Tay, Boon-Nga(2002), HRD practices in Korea and Singapore, *Southeast Asian Review*, Vol 12, No 1, 229-270.
- Chang, Young-Chul(2002), Business ethics in Singapore, *Journal of Business Ethics*, Vol 4, 41-50.
- Chang, Young-Chul(2001), Framework for Human Resource Development, *Human Resource Accounting and Certification of Investment in Human Resource Development, Wage Study*, Vol 9, No 2, 134-145.
- Chang, Young-Chul(2001), Current state and future directions for Human Resource Development of Korena companies, Vol 9, No 3, 4-41.

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- Chang, Young-Chul(2001), A study on the antecedents for vitalizing Knowledge Management, Korean Personnel Administration Journal, Vol 25, No 1, 453-479.
- Chang, Young-Chul(2001), A study on the relationship between expatriates' leadership characteristics and their cross-cultural adjustment and work performance, Korean Personnel Administration Journal, Vol 24, No 2, 291-315.
- Chang, Young-Chul(2001), A case study of labor consultation system in Samsung Chemical Company, Management Review, Vol 7, 189-200
- Chang, Young-Chul(2001), Current state and future directions for Human Resource Development of Koreana companies, Vol 9, No 3, 4-41.
- Chang, Young-Chul(2001), A study on the antecedents for vitalizing Knowledge Management, Korean Personnel Administration Journal, Vol 25, No 1, 453-479.
- Chang, Young-Chul(2001), Management strategies of a later comer in a Korean Airline Industry, Journal of Business Management, Vol 7, No 1, 195-222
- Chang, Young-Chul(2001), Current state and future directions for Human Resource Development of Koreana companies, Vol 9, No 3, 4-41.
- Chang, Young-Chul(2000), A study on the relationship between expatriates' personal characteristics and their cross-cultural adjustment, extra-role behavior, and intention to return earlier, Journal of International Management, Vol 11, No 2, 249-281.
- Chang, Young-Chul(2000), Human Resource Development certification programme: Cases of British Investors in People(IIP) and Singaporean People Developer(PD), Journal of Human Resource Development, Vol 2, No 1, 1-41.
- Chang, Young-Chul(2000), Workers' social welfare and security system through collaboration among labor, employers, and government, Journal of Industrial Relations, Vol 11, 427-448.
- Chang, Young-Chul(2000), Singapore labor union movement and worker's welfare system, Southeast Asian Review, Vo 9, 61-88.
- Chang, Young-Chul(2000), Adjustment strategy to environmental change: A case of Hyundai Electronics, Management Review, Vol 6, 95-117
- Chang, Young-Chul(2000), Lack of job complexity, type A behavioral pattern, social support and mental health, Social Science Researches, Vol 26, 161-186
- Chang, Young-Chul(1999), Modeling the effect of social support in the context of Job stress, Social Science Researches, Vol 25, 149-170.
- Chang, Young-Chul & associates(1999), A study on the development of Human Resource Accounting system, Korea Labor Institute.
- Koo Ja-Sook, Lee Ju Il, Chang Young-Chul(1998), Organizational creativity, Personnel Administration, Vol 34, 220-238(Korean).
- Chang, Young-Chul(1998), Cross-cultural adjustment of expatriates, HR & Organisation studies, Vol 7, No 1, 125-159(Korean).
- Chang, Young-Chul, Choi Hee-Kyung, Kim Eui-Chul(1998), A study on LG corporate culture, HRI Report Series No. 1, LG Academy(Korean).
- Chang, Young-Chul, Lee Ju-Il, Koo Ja-Sook(1998), A study on the development of "Speak-out" program for Core Personnel, HRI Report Series No.3, LG Academy(Korean).
- Evans, Martin E., Chang, Young-Chul(1998), Cheater detection and altruistic behavior, Special Issue, Managerial & Decision Economics, Vol 9, No 4, (English).
- Lee Ju-Il, Chang Young-Chul, Koo Ja-Sook(1998), Development of Transformational Leadership, Strategic Human Resource Development Review, Vol 2, No 1, pp. 160-188(Korean).

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- Chang, Young-Chul, Hwang Taek Soon(1998), A study on the development of managerial competencies for cultivating Entrepreneurship, HRI Report Series, No 3, LG Academy(Korean).
- Chang, Young-Chul(1997), Cross-cultural adjustment of expatriates: Theory & Research findings on American and Japanese expatriates, Global Economic Review, Vol. 26, No.4, 89-108(English).
- Chang, Young-Chul(1997), Cross-cultural training; a literature review, Strategic Human Resource Development Review, Vol 1, No 1, 103-130(in Korean).
- Chang, Young-Chul(1997), Organizational restructuring, managerial reform and strategic foci of a Korean High-Tech company: A case of Samsung Electronics Co. Ltd. In I. Chow, L. Kelley and their associates (eds.). Business Strategy; Asia-pacific context, Singapore; Prentice Hall, 510-526.
- Chang, Young-Chul(1997), Koran Management philosophy, style, and practices: A case of Ssangyong Cement Industrial Co. Ltd. In I. Chow, L. Kelley and their associates (eds.), Business Strategy; Asia-pacific context, Singapore; Prentice-Hall, 492-509(in English).
- Chang, Young-Chul(1997), Diversification and globalization of a Korean General Trading Company: A case of Lucky-Goldstar International Co. In I. Chow, L. Kelley and their associates (eds.). Business Strategy; Asia-pacific context, Singapore; Prentice Hall, 527-550(in English).
- Chang, Young-Chul(1997), Daewoo Electronics Co. Ltd., In Luis Ma R. Carlingo (ed.), Strategic Management in the Asian context, Singapore; John Wiley & Sons, 61-75(in English).
- Chang, Young-Chul(1997), Korean Air: Chanllenges & opportunities in the growth of a Korean firm, Oxford; Blackwell publishers, 157-185 (in English).
- Chang, Young-Chul(1997), Broken strategic alliance, Practice of Management, Vol 31, No 1, 45-54(in English).
- Chang, Young-Chul(1997), Reporting the information of investment on Intangibles, Management Realm, Feb 1997 (In Korean).
- Chang, Young-Chul(1997), Movement toward flexible corporations and policy implications, Korea Labor Institute(In Korean).
- Chang, Young-Chul(1996), International Human Resource Management Strategy, Personnel Administration, November, 1996(In Korean).
- Chang, Young-Chul(1996), Human Resource Accounting Revisited, Management Realm, Dec. 1996(In Korean).
- Chang, Young-Chul(1996), Singaporean Labor-Management cooperation cases, Labor & Education, November, 1996(In Korean).
- Chang, Young-Chul(1996), Singaporean Vocational Training practices, KLI Report, June 1996(In Korean).
- Chang, Young-Chul & T.W. C. Lee(1995), Development of Cross-Cultural Training Model for Singapore managers, Research & Practice in Human Resource Management, Vol. 3, 117 -135.

BOOK PUBLICATIONS

- Chang, Young-Chul(2001), HRD & HRM system for developing Knowledge Management, Jipmoondang publisher.
- Chang, Young-Chul(1997), Role of Labor management consultation committees and the cases in Korean companies, Research Report, Korea Labor Institute(In Korean).
- Chang, Young-Chul (1998), Social welfare system of Singapore, in Yu In-Sun, Chang, Young-Chul, Yang Seung-Yoon & associates(eds.), Singapore, HUFS Press(Korean), pp.169-294.